

# **FY-11 ACCP PROGRAM INFORMATION**

## **I. Overview**

The Department of the Navy authorizes Aviation Career Continuation Pay (ACCP) as a supplement to Aviation Career Incentive Pay (ACIP) to enhance retention of highly-trained, career-minded, aviation officers. The program offers selected bonuses targeting the retention of eligible Pilots and Naval Flight Officers (NFO) for Department Head (DH), sea duty, and command. Pilots and NFOs who meet eligibility requirements for ACCP are encouraged to apply. Commanding Officers (CO) shall encourage qualified aviators to submit applications for ACCP. COs must ensure that the information provided in the officer's application is complete and accurate, that the officer meets all eligibility requirements, and that no action is pending that may result in the officer being ineligible for ACCP. COs must also provide positive endorsement of the ACCP request.

Due to increased retention among control grade aviation officers and sufficient take rates in many communities by DH eligible officers, significant changes have been made to the FY-11 Program.

The FY-11 ACCP program changes are as follows:

- A. The DH retention bonus is based on aviation designation and community. Annual rates for each T/M/S are shown in Enclosure 1.
- B. The payment schedule for the DH retention bonus has been adjusted to reduce annual bonus levels until successfully DH screened (Enclosure 2). A lump-sum option is no longer offered.
- C. The short-term at-sea bonus annual rate is 5,000 dollars.
- D. The short-term astronaut bonus annual rate is 12,000 dollars.
- E. Command Bonus is offered to Operational and Operational Training Commanding Officers only.

Highlights of the FY-11 ACCP program include a five-year bonus targeting DH retention and short-term bonuses for various sea duty and command billets. In addition, payment of ACCP one year prior to completion of Active Duty Service Obligation (ADSO) is authorized. Aviation DH Retention bonus applicants may apply as of the posting date of this FY-11 ACCP Program Information as long as the applicant's ADSO expires in FY-11 or FY-12. FY-11 ACCP applications must be received prior to 23 September 2011.

## **II. Eligibility**

Aviators applying for a short-term bonus must have completed their ADSO for undergraduate flight training. Those aviation officers applying for the Aviation DH Retention bonus are eligible when within one year of completing their ADSO for undergraduate flight training. In either case, applicants must not be obligated under a current ACCP agreement. Additionally, reserve aviators who are recalled to active duty, mobilized reserve officers, and officers under ADSW orders are not eligible to apply for ACCP.

## **III. Additional Requirements and Stipulations**

In addition to the requirements delineated in OPNAVINST 7220.9 (formerly SECNAVINST 7220.29B), the following eligibility requirements and stipulations apply:

- 1) NFO-to-Pilot and ACCP: Eligibility for NFO-to-Pilot transitions is based on ADSO incurred as a result of Pilot training/winging, not NFO winging.
- 2) Failure to select for promotion and ACCP: Aviation officers in a failure of selection (FOS) status for promotion to the next higher paygrade are not eligible to apply for the Aviation DH Retention (5-year) bonus. Additionally, if a member's promotion is being held in abeyance for any reason, bonus applications will be held until such a time that a final adjudication is made and officially promulgated.

- 3) Inter-Service Transfer and ACCP:
  - a) In addition to meeting all other ACCP eligibility requirements, inter-service transfers from the Air Force, Army, Coast Guard, or USMC, who have been previously designated as an aviator, must complete their Navy winging obligation prior to submitting an ACCP application.
  - b) Aviation officers are not eligible to apply for an inter-service transfer out of the Navy until within 12-months of ACCP contract obligation expiration. The inter-service transfer will not be executed until after the ACCP obligation has expired.
- 4) Lateral Transfer / Redesignation and ACCP:
  - a) Aviation officers obligated by an ACCP contract are not eligible to apply for the Lateral Transfer / Redesignation board or other programs that require a change of designator until they are within 12-months of ACCP contract expiration.
  - b) If selected for lateral transfer, redesignation, or other programs that require a change of designator, redesignation of the officer to the new community will not be executed until completion of ACCP obligation.
  - c) If an aviation officer has been selected for and accepts transfer to another community, the individual is not eligible to apply for ACCP.
- 5) Conditions for prorated ACCP contract terms:
  - a) By law, ACCP contracts may not extend beyond 25 Years of Aviation Service (YAS) and must be at least 12 months in length. Therefore, aviators must not have exceeded 24 YAS at time of ACCP approval by PERS-43.
  - b) Length of contracts limited by 25 YAS will be reconciled by PERS-43. Eligible aviators with greater than 12 months, but less than 24 or 36 months to 25 YAS, will receive their final bonus payment prorated for the number of months remaining to 25 YAS.
  - c) Final ACCP installment for O-4 aviators approaching statutory retirement will be prorated to 20 years of active service provided remaining eligibility requirements are met.
  - d) Other requests for bonus contract prorating, early termination, or repayment shall not be considered for any reason.
- 6) Others:
  - a) Commanding Officers or reporting seniors must favorably recommend aviators for receipt of ACCP. Command bonuses are exempt from this requirement.
  - b) Aviators must be able to complete the full period of ACCP obligation in aviation service. Submitting an application for ACCP is a contractual agreement and, as such, applicants shall fulfill the full term of obligation incurred.
  - c) ACCP payments will be paid by direct deposit on the anniversary of the commencement date.
  - d) ACCP installments are never tax-free regardless of the individual's location upon receipt of initial payment or anniversary installments.
  - e) PERS-43 is the final adjudication authority for all ACCP program execution issues to include policy, eligibility, termination, and recoupment.

#### **IV. Repayment and Recoupment Policy**

In order to maintain ACCP eligibility, an aviation officer must remain on active duty in aviation service and continue to meet all eligibility requirements. In addition to the repayment and recoupment conditions delineated in OPNAVINST 7220.9, an aviator may no longer be ACCP eligible and subject to recoupment under the following conditions:

- 1) Aviation Department Head Screen Board:
  - a) The intent of the Aviation Department Head Retention bonus (5-year term contract) is to obligate/retain aviators through their aviation DH tour. Therefore, an aviator will be rendered ineligible for ACCP, if the officer:
    - i) Declines consideration for the Aviation Department Head Screen Board.
    - ii) Fails twice to screen for an aviation DH tour.
    - iii) Is successfully screened for an aviation DH tour and subsequently declines orders to that tour.



- b) An officer that declines consideration prior to the DH screen board will be considered ineligible for ACCP on the date that notification in the form of an OPT-OUT letter is received from the member. In the other two scenarios, the officer will be considered ineligible for ACCP on the date that DH screen board results are made official and posted on the BUPERS website at [www.npc.navy.mil](http://www.npc.navy.mil).
  - c) Aviation officers shall repay all prepaid ACCP amounts received to date when voluntarily declining consideration by the Aviation Department Head Screen Board or when declining DH orders after successfully screening.
  - d) An aviator, after twice failing to screen for DH, will no longer be ACCP eligible and future payments will be cancelled, however, prepaid ACCP amounts will not be recouped.
  - e) Aviation Officers are afforded the opportunity to be considered on two annual DH screen boards. An aviation officer that declines consideration for their first look will terminate their original contract, not receive future payments, and be subject to recoupment as described above. An aviation officer may request to be considered on their second DH look after declining consideration at their first look; however eligibility for the Aviation DH retention bonus will not be reinstated for any reason. If the individual is selected for DH, they may be eligible for the short-term at-sea bonus if they meet the eligibility requirements outlined in this document.
  - f) An aviator, after twice failing to screen for promotion to the next higher paygrade, will no longer be eligible for the Aviation DH Retention bonus and future payments will be cancelled. Prepaid ACCP amounts will not be recouped, unless the member has been compensated for a term beyond a statutorily-mandated separation. In this case, compensation for time not served following separation will be subject to recoupment.
- 2) Detached for Cause (DFC) / Relieved of Command: An individual that is detached for cause (DFC) or otherwise relieved of command for any reason is no longer ACCP eligible. Future Aviation DH Retention and short-term bonus installments, as applicable, will be cancelled and the member is subject to recoupment of unearned payments from prior installments. If ACCP eligibility is terminated for DFC, relief of command, or other adverse circumstances, eligibility of any ACCP offering will not be reinstated for any reason.
- 3) Death: In the event of the death of the service member, the unpaid portion of the ACCP contract will be awarded to the member's estate.

## **V. FY-11 ACCP Contract Options**

### **1) Aviation Department Head Retention Bonus Contract**

#### Pilot and NFO

- Total contract value: Designation and Community dependent (Enclosure 1)
- Payment schedules: See Enclosure 2
- Service obligation: 5 years from expiration of ADSO for initial flight training or from ACCP application approval by PERS-43, whichever is later.

The intent of the Aviation Department Head (DH) Retention bonus is to retain aviation officers through their DH tours. As such, any officer approved for an Aviation DH Retention bonus contract and subsequently rendered ineligible for ACCP will be subject to recoupment as stated in the previous section. Any officer on an Aviation DH Retention bonus contract whose five-year obligation expires during their DH tour will serve until PRD. Aviators choosing the Aviation DH Retention bonus are not eligible for the short-term At-Sea bonus for any tour prior to the completion of the member's DH tour.

#### **a) Aviation DH Retention Bonus Eligibility Requirements:**

- i) Unrestricted Line (URL) aviators are eligible for the Aviation DH Retention bonus regardless of billet assigned. Aviators who have taken a prior ACP or ACCP contract are not eligible for the Aviation DH Retention bonus. Specific eligibility requirements for the FY-11 Aviation DH Retention bonus include:
  - (1) 1310 / 1320 - designated URL Aviator

- (2) Initial ADSO expiration date in FY-11 or FY-12
- (3) Have never received a prior ACP or ACCP contract
- (4) LCDR (O-4) or junior and not selected for CDR (O-5)
- (5) Have not completed a DH tour

**b) Payment Schedule Options:** See Enclosure 2

**c) Important Notes:**

- i) An eligible officer can apply for ACCP immediately upon release of the NAVADMIN message announcing the FY-11 ACCP program as long as their ADSO expiration is in FY-11 or FY-12 (01 Oct 10 to 30 Sep 12).
- ii) Those officers with obligation completion dates on 01 Oct 2012 or later (obligation completion date in FY-13), must wait and apply under the FY-12 ACCP program.
- iii) Those officers with obligation completion dates prior to 1 Oct 10 (FY-10 and earlier) are no longer eligible to apply for the Aviation DH Retention bonus.
- iv) FY-11 ACCP effective date, payment, and obligation will begin after completion of ADSO.

**2) Short-Term (24 or 36-month) ACCP Contracts**

The intent of the short-term ACCP bonus is to incentivize sea duty and command billets resulting in the retention of career-minded, control grade aviation officers. The FY-11 ACCP program offers the following short-term bonus options:

- At-Sea Bonus (24-month contract)
- Command Bonus (36-month contract)
- Astronaut Bonus (36-month contract)

**a) Short-term Contract Terms and Stipulations:**

- i) The short-term eligibility date for the FY-11 ACCP program is defined as having a report date to an ACCP-eligible billet between 01 Oct 10 and 30 Sep 11. All eligible aviators with report dates to ACCP-eligible billets between 01 Oct 10 and 30 Sep 11 may apply for short-term ACCP contracts in FY-11. If an officer was not eligible for a short-term contract in the fiscal year the officer reported to an ACCP-eligible billet (due to promotion, program change or previous ACCP contract) and becomes eligible in FY-11, then that officer may apply for short-term ACCP contracts in FY-11.
  - (1) Eligible applicants whose short-term eligibility dates (report dates) are in FY-10 (30 Sep 10 or earlier) or in FY-12 (1 Oct 11 or later) are not eligible for the FY-11 short-term bonus, except as noted in the previous paragraph.
- ii) Contract start dates will be based on eligibility date (01 Oct 10), the report date to the ACCP-eligible billet, or upon ACCP application approval by PERS-43, whichever is later. Applications will not be back-dated for any reason.
- iii) Payment will begin after completion of ADSO (if applicable), current ACP/ACCP contract, or upon arrival to the ACCP-eligible billet as described in the next paragraph.
- iv) An eligible applicant may apply for a short-term contract anytime as of the posting date of this FY-11 ACCP Program Information but no later than 23 Sep 11. However, the following conditions apply:
  - (1) If the applicant applies prior to transferring to a short-term, bonus-eligible billet, the application will be processed and, if approved, the initial payment will be scheduled for the applicant's expected report date.
  - (2) If the applicant applies after transferring to the short-term bonus eligible billet, the initial payment will be deposited immediately upon approval by PERS-43 allowing for two to three weeks of processing time.



- (3) If the applicant delays applying for the short-term contract until they are within 12 months of the PRD from an ACCP-eligible billet, the application will not be approved. PRD extensions to circumvent this policy will not be considered.
- v) Aviators assigned to COMUSNAVCENT (UIC 57007) are no longer eligible for short-term ACCP contracts due to Under Secretary of Defense 28 October 2008 memo approving the return of family members to Bahrain.
- vi) All applicants are required to apply for the full term of the applicable bonus (24 or 36 months). Bonus contract lengths will only be prorated as described in paragraph III.5. The only exception is a 12-month contract for 12-month PRD extension in an eligible billet as described in paragraph V.2.a.vii.
- vii) Aviators under previous short-term ACCP contracts that extend their PRD for 12 months or greater are eligible for an additional year of the short-term bonus (at the FY-11 ACCP approved levels) but will need to submit an FY-11 short term application. Aviators with PRD extensions of less than 12 months at an ACCP-eligible billet, regardless of the reason, will not be eligible for bonus consideration.
- viii) Aviators electing the Aviation DH Retention bonus option are not eligible for the short-term At-Sea bonus for any tour prior to the completion of the member's DH tour.
- ix) PERS-43 is the final adjudication authority in the determination of an applicant's eligibility.

**b) At-Sea Bonus**

- Contract duration: 24 months (not to exceed 25 YAS)
- Payment schedules: 2 annual installments at \$5,000/year
- Total entitlement: \$10,000
- Service obligation: 2 years from the initial payment date

**i) At-Sea Bonus Eligibility Requirements:**

- (1) 1310 / 1320 - designated URL Aviator
- (2) LCDR (O-4) or CDR (O-5)
- (3) ADSO complete
- (4) Completed operational squadron tour of at least thirty months duration as a designated Pilot or NFO.
- (5) Serving in an ACCP-eligible billet listed on the short-term bonus eligible list maintained by the Aviation Officer Community Managers.
- (6) Reporting to an ACCP-eligible billet, completing ADSO (if applicable) or completing ACP/ACCP contract between 01 Oct 10 and 30 Sep 11.
- (7) Captain and Captain selects are not eligible for new ACCP contracts.

**ii) Important Note: Officers serving in DH/OIC billets assigned to an operational squadron are eligible for the At-Sea short-term bonus in accordance with the following eligibility requirements:**

- (1) Not currently obligated by a previous ACCP agreement.
- (2) Aviators choosing the Aviation DH Retention bonus are not eligible for the At-Sea bonus even if their contract obligation expires prior to their DH tour PRD.

**c) Aviation Command Bonus**

- Contract duration: 36 months (not to exceed 25 YAS)
- Payment schedules: 3 annual installments at \$12,000/year
- Total entitlement: \$36,000
- Service obligation: 3 years from the initial payment date

**i) Aviation Command Bonus Eligibility Requirements:**

- (1) 1310 / 1320 - designated URL aviator
- (2) CDR (O-5)

- (3) Eligible URL O-5 Pilots and NFOs selected by the Aviation Command Screen Board and serving in an XO/CO tour assigned to operational or operational training aviation commands.
- (4) Captain and Captain selects are not eligible for new ACCP contracts.

**ii) Important Notes:**

- (1) Sequential commands (i.e. FRS commands) are not eligible for the Command bonus.
- (2) Command bonus-eligible officers are not required to submit CO endorsements with ACCP applications.
- (3) Applicants that qualify for the Command bonus cannot alternatively elect to take the At-Sea bonus.

**d) Astronaut Bonus**

- Contract duration: 36 months (not to exceed 25 YAS)
- Payment schedules: 3 annual installments at \$12,000/year
- Total entitlement: \$36,000
- Service obligation: 3 years from the initial payment date

**i) Astronaut Bonus Eligibility Requirements:**

- (1) 1310 / 1320 - designated URL Aviator
- (2) LCDR (O-4) or CDR (O-5)
- (3) Completed operational squadron tour of at least thirty months duration as a designated Pilot or NFO.
- (4) Designated as an Astronaut or Astronaut Candidate (ASCAN) and training with NASA as a primary or backup flight crew member.
- (5) Captain and Captain selects are not eligible for new ACCP contracts.

**ii) Important Notes:**

- (1) Applicants selected for the NASA program while obligated under the Aviation DH Retention bonus, will retain their eligibility for the full term of the Aviation DH Retention bonus.
- (2) Astronauts or ASCANs on Aviation DH Retention bonus contracts are not eligible for the short-term Astronaut bonus until the expiration of current contract.
- (3) Astronauts and ASCANs are eligible to apply for consecutive Astronaut bonus terms through 25 YAS as long as they are training as a primary or backup flight crew.
- (4) An Astronaut's or ASCAN's status as a primary or backup crew member must be verified by the NASA administration at the time of application.

## **VI. Application Procedures**

Eligible bonus candidates may submit applications for the FY-11 ACCP program via their Commanding Officer (Unit Commander or Type/Functional Wing Commander as applicable) to:

**COMMANDER NAVAL PERSONNEL COMMAND  
PERS-432T  
5720 INTEGRITY DRIVE  
MILLINGTON TN 38055-4300**

- 1) When applying, please conform to the following important notes:
  - a) Applicants applying for the Aviation DH Retention bonus are required to include paragraphs 1 through 4 on the Aviation DH Retention application template in their entirety.
  - b) Application contents are not to vary from the posted application templates. Reformatting is authorized. Applications that deviate from the posted template content are invalid and will not be processed. Members will be required to resubmit their application.

- c) Application via fax is authorized, but hard copy of the original application must be submitted to the PERS-432T address above. If desired, please fax applications and required endorsements to (901) 874-2721 to the attention of Ms. Melinda Weeden.
- d) Applications will be considered binding as of the date of PERS-43 approval.
- e) FY-11 ACCP applications must be received by PERS-432T no later than close of business on 23 September 2011.

2) For application questions:

Mr. Paul Boundy at (901) 874-3947 / DSN 882-  
E-mail: [paul.boundy@navy.mil](mailto:paul.boundy@navy.mil)

Ms. Melinda Weeden at (901) 874-3964 / DSN 882-  
E-mail: [melinda.weeden@navy.mil](mailto:melinda.weeden@navy.mil)

3) For policy questions:

LCDR Shannon Parker at (901) 874-3484 / DSN 882-  
Email: [jack.s.parker@navy.mil](mailto:jack.s.parker@navy.mil)

**Aviation Department Head Retention Bonus Contracts by Aviation designation and community**

| <b>Aviation Designation</b> | <b>Community</b> | <b>Average Annual Amount</b> | <b>Total Entitlement</b> |
|-----------------------------|------------------|------------------------------|--------------------------|
| <b>PILOT</b>                | HM               | \$10,000                     | \$50,000                 |
|                             | HSC              | \$10,000                     | \$50,000                 |
|                             | HSL/HSM          | \$10,000                     | \$50,000                 |
|                             | VAQ              | \$15,000                     | \$75,000                 |
|                             | VAW/VRC          | \$5,000                      | \$25,000                 |
|                             | VFA              | \$25,000                     | \$125,000                |
|                             | VP               | \$10,000                     | \$50,000                 |
|                             | VQ(P)            | \$10,000                     | \$50,000                 |
|                             | VQ(T)            | \$5,000                      | \$25,000                 |
| <b>NFO</b>                  | VAQ              | \$20,000                     | \$100,000                |
|                             | VAW/VRC          | \$5,000                      | \$25,000                 |
|                             | VFA              | \$10,000                     | \$50,000                 |
|                             | VP               | \$10,000                     | \$50,000                 |
|                             | VQ(P)            | \$10,000                     | \$50,000                 |
|                             | VQ(T)            | \$5,000                      | \$25,000                 |



### **FY-11 ACCP Department Head Retention Bonus Payment Schedules**

**FY-11 ADSO:** If an aviator's ADSO expires in FY-11 (01 Oct 10 to 30 Sep 11), they are a member of the FY-11 cohort and eligible for the Aviation DH Retention bonus paid in five (5) annual installments. The first installment will be deposited upon application acceptance date, or ADSO expiration, whichever is later. Future installments will be deposited annually on the anniversary of the initial payment for the duration of the contract.

**FY-12 ADSO:** If an aviator's ADSO expires in FY-12 (01 Oct 11 to 30 Sep 12), they are a member of the FY-12 cohort and eligible for the Aviation DH Retention bonus one-year early paid in six (6) annual installments. The first installment will be deposited one year prior to the member's ADSO expiration or upon application approval by PERS-43, whichever is later. Five additional annual installments will be deposited on the anniversary of the member's ADSO expiration.

**ADSO Other:** If an aviator's ADSO expires prior to FY-11 (before 1 October 2010) or after FY-12 (after 30 Sep 2012), they are not eligible for the FY-11 Aviation DH Retention bonus program.

The Pay Schedule tables below display the pay schedules for the FY-11 and FY-12 cohorts. Each row represents the annual payment schedule based on the year the recipient successfully screens for DH. (e.g. the second row of any schedule indicates the schedule for someone who was DH screened after the first payment, but prior to receiving the second bonus payment)

### **FY-11 Cohort Pay Schedules**

| <b>\$25K/yr Bonus Pay Scheme (\$125K Total)</b> |          |          |          |          |          |
|---|----------|----------|----------|----------|----------|
| DH Scrn at:                                     | 1        | 2        | 3        | 4        | 5        |
| <b>1st Payment</b>                              | \$25,000 | \$25,000 | \$25,000 | \$25,000 | \$25,000 |
| <b>2nd Payment</b>                              | \$12,500 | \$28,125 | \$28,125 | \$28,125 | \$28,125 |
| <b>3rd Payment</b>                              | \$12,500 | \$12,500 | \$33,334 | \$33,333 | \$33,333 |
| <b>4th Payment</b>                              | \$12,500 | \$12,500 | \$12,500 | \$43,750 | \$43,750 |
| <b>5th Payment</b>                              | \$12,500 | \$12,500 | \$12,500 | \$12,500 | \$75,000 |

| <b>\$15K/yr Bonus Pay Scheme (\$75K Total)</b> |          |          |          |          |          |
|--|----------|----------|----------|----------|----------|
| DH Scrn at:                                    | 1        | 2        | 3        | 4        | 5        |
| <b>1st Payment</b>                             | \$15,000 | \$15,000 | \$15,000 | \$15,000 | \$15,000 |
| <b>2nd Payment</b>                             | \$7,500  | \$16,875 | \$16,875 | \$16,875 | \$16,875 |
| <b>3rd Payment</b>                             | \$7,500  | \$7,500  | \$20,000 | \$20,000 | \$20,000 |
| <b>4th Payment</b>                             | \$7,500  | \$7,500  | \$7,500  | \$26,250 | \$26,250 |
| <b>5th Payment</b>                             | \$7,500  | \$7,500  | \$7,500  | \$7,500  | \$45,000 |

| <b>\$5K/yr Bonus Pay Scheme (\$25K Total)</b> |         |         |         |         |          |
|---|---------|---------|---------|---------|----------|
| DH Scrn at:                                   | 1       | 2       | 3       | 4       | 5        |
| <b>1st Payment</b>                            | \$5,000 | \$5,000 | \$5,000 | \$5,000 | \$5,000  |
| <b>2nd Payment</b>                            | \$2,500 | \$5,625 | \$5,625 | \$5,625 | \$5,625  |
| <b>3rd Payment</b>                            | \$2,500 | \$2,500 | \$6,667 | \$6,667 | \$6,666  |
| <b>4th Payment</b>                            | \$2,500 | \$2,500 | \$2,500 | \$8,750 | \$8,750  |
| <b>5th Payment</b>                            | \$2,500 | \$2,500 | \$2,500 | \$2,500 | \$15,000 |

| <b>\$20K/yr Bonus Pay Scheme (\$100K Total)</b> |          |          |          |          |          |
|---|----------|----------|----------|----------|----------|
| DH Scrn at:                                     | 1        | 2        | 3        | 4        | 5        |
| <b>1st Payment</b>                              | \$20,000 | \$20,000 | \$20,000 | \$20,000 | \$20,000 |
| <b>2nd Payment</b>                              | \$10,000 | \$22,500 | \$22,500 | \$22,500 | \$22,500 |
| <b>3rd Payment</b>                              | \$10,000 | \$10,000 | \$26,668 | \$26,666 | \$26,666 |
| <b>4th Payment</b>                              | \$10,000 | \$10,000 | \$10,000 | \$35,000 | \$35,000 |
| <b>5th Payment</b>                              | \$10,000 | \$10,000 | \$10,000 | \$10,000 | \$60,000 |

  

| <b>\$10K/yr Bonus Pay Scheme (\$50K Total)</b> |          |          |          |          |          |
|--|----------|----------|----------|----------|----------|
| DH Scrn at:                                    | 1        | 2        | 3        | 4        | 5        |
| <b>1st Payment</b>                             | \$10,000 | \$10,000 | \$10,000 | \$10,000 | \$10,000 |
| <b>2nd Payment</b>                             | \$5,000  | \$11,250 | \$11,250 | \$11,250 | \$11,250 |
| <b>3rd Payment</b>                             | \$5,000  | \$5,000  | \$13,334 | \$13,333 | \$13,333 |
| <b>4th Payment</b>                             | \$5,000  | \$5,000  | \$5,000  | \$17,500 | \$17,500 |
| <b>5th Payment</b>                             | \$5,000  | \$5,000  | \$5,000  | \$5,000  | \$30,000 |

## FY-12 Cohort Pay Schedules

| <b>\$25K/yr Bonus Pay Scheme (\$125K Total)</b> |          |          |          |          |          |          |
|---|----------|----------|----------|----------|----------|----------|
| DH Scrn at:                                     | 1        | 2        | 3        | 4        | 5        | 6        |
| <b>1st Payment</b>                              | \$20,834 | \$20,834 | \$20,833 | \$20,833 | \$20,833 | \$20,833 |
| <b>2nd Payment</b>                              | \$12,500 | \$22,500 | \$22,500 | \$22,500 | \$22,500 | \$22,500 |
| <b>3rd Payment</b>                              | \$12,500 | \$12,500 | \$25,000 | \$25,000 | \$25,000 | \$25,000 |
| <b>4th Payment</b>                              | \$12,500 | \$12,500 | \$12,500 | \$29,167 | \$29,167 | \$29,166 |
| <b>5th Payment</b>                              | \$12,500 | \$12,500 | \$12,500 | \$12,500 | \$37,500 | \$37,500 |
| <b>6th Payment</b>                              | \$12,500 | \$12,500 | \$12,500 | \$12,500 | \$12,500 | \$62,500 |

| <b>\$15K/yr Bonus Pay Scheme (\$75K Total)</b> |          |          |          |          |          |          |
|--|----------|----------|----------|----------|----------|----------|
| DH Scrn at:                                    | 1        | 2        | 3        | 4        | 5        | 6        |
| <b>1st Payment</b>                             | \$12,500 | \$12,500 | \$12,500 | \$12,500 | \$12,500 | \$12,500 |
| <b>2nd Payment</b>                             | \$7,500  | \$13,500 | \$13,500 | \$13,500 | \$13,500 | \$13,500 |
| <b>3rd Payment</b>                             | \$7,500  | \$7,500  | \$15,000 | \$15,000 | \$15,000 | \$15,000 |
| <b>4th Payment</b>                             | \$7,500  | \$7,500  | \$7,500  | \$17,500 | \$17,500 | \$17,500 |
| <b>5th Payment</b>                             | \$7,500  | \$7,500  | \$7,500  | \$7,500  | \$22,500 | \$22,500 |
| <b>6th Payment</b>                             | \$7,500  | \$7,500  | \$7,500  | \$7,500  | \$7,500  | \$37,500 |

| <b>\$5K/yr Bonus Pay Scheme (\$25K Total)</b> |         |         |         |         |         |          |
|---|---------|---------|---------|---------|---------|----------|
| DH Scrn at:                                   | 1       | 2       | 3       | 4       | 5       | 6        |
| <b>1st Payment</b>                            | \$4,167 | \$4,167 | \$4,167 | \$4,167 | \$4,166 | \$4,166  |
| <b>2nd Payment</b>                            | \$2,500 | \$4,500 | \$4,500 | \$4,500 | \$4,500 | \$4,500  |
| <b>3rd Payment</b>                            | \$2,500 | \$2,500 | \$5,000 | \$5,000 | \$5,000 | \$5,000  |
| <b>4th Payment</b>                            | \$2,500 | \$2,500 | \$2,500 | \$5,834 | \$5,833 | \$5,833  |
| <b>5th Payment</b>                            | \$2,500 | \$2,500 | \$2,500 | \$2,500 | \$7,500 | \$7,500  |
| <b>6th Payment</b>                            | \$2,500 | \$2,500 | \$2,500 | \$2,500 | \$2,500 | \$12,500 |

| <b>\$20K/yr Bonus Pay Scheme (\$100K Total)</b> |          |          |          |          |          |          |
|---|----------|----------|----------|----------|----------|----------|
| DH Scrn at:                                     | 1        | 2        | 3        | 4        | 5        | 6        |
| <b>1st Payment</b>                              | \$16,670 | \$16,666 | \$16,666 | \$16,666 | \$16,666 | \$16,666 |
| <b>2nd Payment</b>                              | \$10,000 | \$18,000 | \$18,000 | \$18,000 | \$18,000 | \$18,000 |
| <b>3rd Payment</b>                              | \$10,000 | \$10,000 | \$20,000 | \$20,000 | \$20,000 | \$20,000 |
| <b>4th Payment</b>                              | \$10,000 | \$10,000 | \$10,000 | \$23,334 | \$23,333 | \$23,333 |
| <b>5th Payment</b>                              | \$10,000 | \$10,000 | \$10,000 | \$10,000 | \$30,000 | \$30,000 |
| <b>6th Payment</b>                              | \$10,000 | \$10,000 | \$10,000 | \$10,000 | \$10,000 | \$50,000 |

| <b>\$10K/yr Bonus Pay Scheme (\$50K Total)</b> |         |         |          |          |          |          |
|--|---------|---------|----------|----------|----------|----------|
| DH Scrn at:                                    | 1       | 2       | 3        | 4        | 5        | 6        |
| <b>1st Payment</b>                             | \$8,334 | \$8,334 | \$8,333  | \$8,333  | \$8,333  | \$8,333  |
| <b>2nd Payment</b>                             | \$5,000 | \$9,000 | \$9,000  | \$9,000  | \$9,000  | \$9,000  |
| <b>3rd Payment</b>                             | \$5,000 | \$5,000 | \$10,000 | \$10,000 | \$10,000 | \$10,000 |
| <b>4th Payment</b>                             | \$5,000 | \$5,000 | \$5,000  | \$11,667 | \$11,667 | \$11,666 |
| <b>5th Payment</b>                             | \$5,000 | \$5,000 | \$5,000  | \$5,000  | \$15,000 | \$15,000 |
| <b>6th Payment</b>                             | \$5,000 | \$5,000 | \$5,000  | \$5,000  | \$5,000  | \$25,000 |